Mpumalanga: Albert Luthuli(MP301) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 801	8 302	8 853	8 913	8 913	8 913	9 537	10 204	10 918
Pension and UIF Contributions		1 109	1 135	1 357	1 904	1 904	1 904	2 037	2 180	2 333
Medical Aid Contributions		247	287	327	324	324	324	347	371	397
Motor Vehicle Allowance		3 063	3 266	3 471	3 714	3 714	3 714	3 974	4 252	4 549
Cellphone Allowance		1 021	1 021	1 021	1 117	1 117	1 117	1 186	1 269	1 358
Housing Allowances										
Other benefits and allowances		110	101		176	176	176	176	189	202
Sub Total - Councillors		**13 350**	**14 112**	**15 029**	**16 148**	**16 148**	**16 148**	**17 257**	**18 465**	**19 757**
% increase	4		**5.7%**	**6.5%**	**7.4%**			**6.9%**	**7.0%**	**7.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 705	5 795	5 002	4 765	4 765	4 765	5 921	6 336	6 779
Pension and UIF Contributions		751	765	433	1 475	1 475	1 475	738	790	845
Medical Aid Contributions			320	335	319	319	319	246	263	282
Overtime										
Performance Bonus										
Motor Vehicle Allowance		683	687	948	1 054	1 054	1 054	940	1 006	1 076
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		51								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**6 190**	**7 567**	**6 717**	**7 613**	**7 613**	**7 613**	**7 845**	**8 394**	**8 982**
% increase	4		**22.3%**	**(11.2%)**	**13.3%**			**3.1%**	**7.0%**	**7.0%**
Other Municipal Staff										
Basic Salaries and Wages		64 040	76 255	79 588	84 028	86 326	86 326	84 815	90 752	97 105
Pension and UIF Contributions		13 601	12 801	16 148	15 159	15 590	15 590	16 413	17 562	18 792
Medical Aid Contributions		5 530	5 030	5 440	6 320	6 492	6 492	6 280	6 720	7 190
Overtime		5 506	6 190	2 982	2 217	2 274	2 274	2 191	2 344	2 508
Performance Bonus										
Motor Vehicle Allowance		4 690	6 435	8 000	7 295	7 511	7 511	8 074	8 639	9 243
Cellphone Allowance										
Housing Allowances		720	796	1 643	1 212	1 244	1 244	1 021	1 093	1 169
Other benefits and allowances		1 200	1 251	6 877	1 472	1 510	1 510	11 775	12 600	13 482
Payments in lieu of leave		1 778	490	6 225	6 896	7 074	7 074	6 930	7 415	7 934
Long service awards										
Post-retirement benefit obligations		2 653	315	2 445						
Sub Total - Other Municipal Staff		**99 719**	**109 564**	**129 348**	**124 599**	**128 021**	**128 021**	**137 500**	**147 125**	**157 423**
% increase	4		**9.9%**	**18.1%**	**(3.7%)**	**2.7%**		**7.4%**	**7.0%**	**7.0%**
Total Parent Municipality		**119 258**	**131 243**	**151 094**	**148 360**	**151 782**	**151 782**	**162 602**	**173 984**	**186 163**
% increase	4		**10.0%**	**15.1%**	**(1.8%)**	**2.3%**		**7.1%**	**7.0%**	**7.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**119 258**	**131 243**	**151 094**	**148 360**	**151 782**	**151 782**	**162 602**	**173 984**	**186 163**
% increase	4		**10.0%**	**15.1%**	**(1.8%)**	**2.3%**		**7.1%**	**7.0%**	**7.0%**
TOTAL MANAGERS AND STAFF	5	**105 909**	**117 131**	**136 065**	**132 212**	**135 634**	**135 634**	**145 345**	**155 519**	**166 405**

Mpumalanga: Msukaligwa(MP302) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								32	36	39
Housing Allowances										
Other benefits and allowances								14 368	15 187	16 037
Sub Total - Councillors								**14 400**	**15 223**	**16 076**
% increase	4								**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								8 073	8 534	9 011
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**8 073**	**8 534**	**9 011**
% increase	4								**5.7%**	**5.6%**
Other Municipal Staff										
Basic Salaries and Wages								106 424	112 490	118 789
Pension and UIF Contributions								20 022	21 163	22 348
Medical Aid Contributions								9 483	10 023	10 585
Overtime								15 802	16 703	17 638
Performance Bonus										
Motor Vehicle Allowance								6 007	6 350	6 705
Cellphone Allowance								86	91	96
Housing Allowances										
Other benefits and allowances								9 374	9 909	10 464
Payments in lieu of leave								7 900	8 065	8 237
Long service awards										
Post-retirement benefit obligations								1 055	1 115	1 177
Sub Total - Other Municipal Staff								**176 153**	**185 908**	**196 039**
% increase	4								**5.5%**	**5.4%**
Total Parent Municipality								**198 626**	**209 665**	**221 127**
% increase	4								**5.6%**	**5.5%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**198 626**	**209 665**	**221 127**
% increase	4								**5.6%**	**5.5%**
TOTAL MANAGERS AND STAFF	5							**184 226**	**194 442**	**205 051**

Mpumalanga: Mkhondo(MP303) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 319	8 056	7 567	8 707	8 707	8 707	9 731	10 383	11 068
Pension and UIF Contributions		729	729	976	1 040	1 040	1 040	1 299	1 386	1 477
Medical Aid Contributions		170	170	161	172	172	172	204	217	232
Motor Vehicle Allowance				2 914	3 169	3 169	3 169	1 191	1 271	1 355
Cellphone Allowance		794	794	943	1 005	1 005	1 005	943	1 007	1 073
Housing Allowances		466	466	526	560	560	560	112	120	128
Other benefits and allowances		2 625	2 625					264	282	301
Sub Total - Councillors		**12 104**	**12 840**	**13 086**	**14 653**	**14 653**	**14 653**	**13 745**	**14 665**	**15 633**
% increase	4		**6.1%**	**1.9%**	**12.0%**			**(6.2%)**	**6.7%**	**6.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		9 123	16 507	14 913	11 731	14 602	14 602	15 682	16 733	17 837
Pension and UIF Contributions		1 858	1 858	2 215	2 015	2 470	2 470	2 653	2 831	3 018
Medical Aid Contributions		435	435	705	741	1 045	1 045	1 122	1 197	1 276
Overtime										
Performance Bonus				338	965					
Motor Vehicle Allowance				2 686	2 320	2 422	2 422	2 602	2 776	2 959
Cellphone Allowance		30	30	60						
Housing Allowances		1 015	1 015	1 257	1 285	1 285	1 285	1 380	1 472	1 569
Other benefits and allowances		5 821	5 821	237	3 043	3 873	3 873	4 160	4 438	4 731
Payments in lieu of leave		513	513	455						
Long service awards		90	90	52						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**18 885**	**26 269**	**22 917**	**22 100**	**25 696**	**25 696**	**27 598**	**29 447**	**31 390**
% increase	4		**39.1%**	**(12.8%)**	**(3.6%)**	**16.3%**		**7.4%**	**6.7%**	**6.6%**
Other Municipal Staff										
Basic Salaries and Wages		53 241	60 813	68 516	76 583	82 300	82 300	86 790	92 605	98 717
Pension and UIF Contributions		10 365	10 365	13 232	14 327	15 691	15 691	16 453	17 555	18 713
Medical Aid Contributions		2 495	2 495	3 566	3 637	4 548	4 548	4 784	5 105	5 442
Overtime		6 194	6 194	7 983	5 543	7 143	7 143	6 421	6 851	7 304
Performance Bonus										
Motor Vehicle Allowance				1 424	745	1 051	1 051	1 129	1 205	1 284
Cellphone Allowance										
Housing Allowances				901	1 225	1 225	1 225	1 315	1 403	1 496
Other benefits and allowances		4 750	4 750	9 706	8 580	11 069	11 069	11 038	11 777	12 554
Payments in lieu of leave		1 411	1 411	250						
Long service awards		235	235	246						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**78 691**	**86 263**	**105 825**	**110 638**	**123 026**	**123 026**	**127 930**	**136 501**	**145 510**
% increase	4		**9.6%**	**22.7%**	**4.5%**	**11.2%**		**4.0%**	**6.7%**	**6.6%**
Total Parent Municipality		**109 680**	**125 373**	**141 828**	**147 392**	**163 375**	**163 375**	**169 272**	**180 614**	**192 534**
% increase	4		**14.3%**	**13.1%**	**3.9%**	**10.8%**		**3.6%**	**6.7%**	**6.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**109 680**	**125 373**	**141 828**	**147 392**	**163 375**	**163 375**	**169 272**	**180 614**	**192 534**
% increase	4		**14.3%**	**13.1%**	**3.9%**	**10.8%**		**3.6%**	**6.7%**	**6.6%**
TOTAL MANAGERS AND STAFF	5	**97 576**	**112 532**	**128 741**	**132 739**	**148 722**	**148 722**	**155 528**	**165 948**	**176 901**

Mpumalanga: Pixley Ka Seme (MP)(MP304) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								6 373	5 904	6 081
Pension and UIF Contributions								928	803	827
Medical Aid Contributions								51	183	189
Motor Vehicle Allowance								245	631	650
Cellphone Allowance								595	571	589
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								**8 193**	**8 093**	**8 336**
% increase	4								**(1.2%)**	**3.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								2 580	3 247	3 432
Pension and UIF Contributions								568	599	634
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance								1 152	1 217	1 286
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**4 300**	**5 064**	**5 352**
% increase	4								**17.8%**	**5.7%**
Other Municipal Staff										
Basic Salaries and Wages								63 616	64 332	66 308
Pension and UIF Contributions								9 682	12 914	15 546
Medical Aid Contributions								3 565	3 672	3 782
Overtime								2 838	2 923	3 011
Performance Bonus										
Motor Vehicle Allowance								1 632	1 681	1 732
Cellphone Allowance										
Housing Allowances								232	239	246
Other benefits and allowances								2 035	2 096	2 158
Payments in lieu of leave								400	412	425
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**83 999**	**88 268**	**93 206**
% increase	4								**5.1%**	**5.6%**
Total Parent Municipality								**96 491**	**101 425**	**106 894**
% increase	4								**5.1%**	**5.4%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**96 491**	**101 425**	**106 894**
% increase	4								**5.1%**	**5.4%**
TOTAL MANAGERS AND STAFF	5							**88 299**	**93 332**	**98 558**

Mpumalanga: Lekwa(MP305) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 079						9 380	10 046	10 759
Pension and UIF Contributions		949						1 407	1 507	1 614
Medical Aid Contributions		313								
Motor Vehicle Allowance		2 107						2 345	2 511	2 690
Cellphone Allowance		480						734	786	842
Housing Allowances										
Other benefits and allowances		439								
Sub Total - Councillors		**9 367**						**13 866**	**14 850**	**15 904**
% increase	4		**(100.0%)**						**7.1%**	**7.1%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 741						5 431	5 816	6 229
Pension and UIF Contributions		816						1 058	1 133	1 214
Medical Aid Contributions								224	240	257
Overtime										
Performance Bonus										
Motor Vehicle Allowance		107						240	257	275
Cellphone Allowance								19	20	21
Housing Allowances								108	116	124
Other benefits and allowances								254	272	291
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**3 664**						**7 333**	**7 854**	**8 411**
% increase	4		**(100.0%)**						**7.1%**	**7.1%**
Other Municipal Staff										
Basic Salaries and Wages		72 469						111 563	119 484	127 968
Pension and UIF Contributions		13 972						23 379	25 039	26 817
Medical Aid Contributions		6 631						9 611	10 294	11 025
Overtime		13 993						9 744	10 436	11 177
Performance Bonus										
Motor Vehicle Allowance		3 586						4 329	4 636	4 965
Cellphone Allowance								1 026	1 099	1 177
Housing Allowances								957	1 025	1 098
Other benefits and allowances		2 892						4 891	5 238	5 610
Payments in lieu of leave								768	823	881
Long service awards		520						459	491	526
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**114 062**						**166 728**	**178 566**	**191 244**
% increase	4		**(100.0%)**						**7.1%**	**7.1%**
Total Parent Municipality		**127 093**						**187 926**	**201 269**	**215 559**
% increase	4		**(100.0%)**						**7.1%**	**7.1%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**127 093**						**187 926**	**201 269**	**215 559**
% increase	4		**(100.0%)**						**7.1%**	**7.1%**
TOTAL MANAGERS AND STAFF	5	**117 725**						**174 061**	**186 419**	**199 655**

Mpumalanga: Dipaleseng(MP306) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages				3 445	3 574	3 574	3 574	3 574	3 574	3 574
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance				541	1 191	1 191	1 191	1 191	1 191	1 191
Cellphone Allowance				243	274	274	274	274	274	274
Housing Allowances										
Other benefits and allowances				39	39	39	39	39	39	39
Sub Total - Councillors				**4 269**	**5 078**	**5 078**	**5 078**	**5 078**	**5 078**	**5 078**
% increase	4				**18.9%**					
Senior Managers of the Municipality	2									
Basic Salaries and Wages				5 627	5 982	5 982	5 982	5 982	5 982	5 982
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				**5 627**	**5 982**	**5 982**	**5 982**	**5 982**	**5 982**	**5 982**
% increase	4				**6.3%**					
Other Municipal Staff										
Basic Salaries and Wages				33 836	34 849	34 849	35 697	38 267	41 022	43 976
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime				2 040	2 040	2 040	2 040	2 040	2 040	2 040
Performance Bonus										
Motor Vehicle Allowance				1 309	1 309	1 309	1 309	1 309	1 309	1 309
Cellphone Allowance				36	36	36	36	36	36	36
Housing Allowances				408	408	408	408	408	408	408
Other benefits and allowances				7 991	7 991	7 991	7 991	4 541	6 411	8 445
Payments in lieu of leave				191	191	191	191	191	191	191
Long service awards				99	99	99	99	99	99	99
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				**45 910**	**46 924**	**46 924**	**47 772**	**46 892**	**51 517**	**56 505**
% increase	4				**2.2%**		**1.8%**	**(1.8%)**	**9.9%**	**9.7%**
Total Parent Municipality				**55 806**	**57 984**	**57 984**	**58 832**	**57 952**	**62 576**	**67 564**
% increase	4				**3.9%**		**1.5%**	**(1.5%)**	**8.0%**	**8.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS				**55 806**	**57 984**	**57 984**	**58 832**	**57 952**	**62 576**	**67 564**
% increase	4				**3.9%**		**1.5%**	**(1.5%)**	**8.0%**	**8.0%**
TOTAL MANAGERS AND STAFF	5			**51 537**	**52 906**	**52 906**	**53 754**	**52 874**	**57 499**	**62 487**

Mpumalanga: Govan Mbeki(MP307) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								20 067	21 521	23 081
Pension and UIF Contributions								659	707	760
Medical Aid Contributions								130	140	150
Motor Vehicle Allowance										
Cellphone Allowance								264	283	304
Housing Allowances								129	138	149
Other benefits and allowances								1 367	1 468	1 577
Sub Total - Councillors								**22 616**	**24 258**	**26 020**
% increase	4								**7.3%**	**7.3%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages								252 901	271 616	291 715
Pension and UIF Contributions								59 924	64 358	69 120
Medical Aid Contributions								28 177	30 262	32 501
Overtime								12 335	13 248	14 228
Performance Bonus								20 277	21 778	23 390
Motor Vehicle Allowance								79 826	85 733	92 077
Cellphone Allowance								3 755	4 033	4 331
Housing Allowances								4 908	5 271	5 661
Other benefits and allowances										
Payments in lieu of leave								5 118	5 497	5 903
Long service awards										
Post-retirement benefit obligations								7 439	7 990	8 581
Sub Total - Other Municipal Staff								**474 660**	**509 784**	**547 508**
% increase	4								**7.4%**	**7.4%**
Total Parent Municipality								**497 276**	**534 043**	**573 528**
% increase	4								**7.4%**	**7.4%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Mpumalanga: Gert Sibande(DC30) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			6 553	7 038	8 350	7 598	7 598	8 358	8 859	9 391
Pension and UIF Contributions			869	925	1 098	981	981	1 079	1 143	1 212
Medical Aid Contributions			163	195	188	264	264	264	279	296
Motor Vehicle Allowance			2 528	2 768	3 129	2 967	2 967	3 122	3 309	3 508
Cellphone Allowance			354	383	480	461	461	461	488	518
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			**10 469**	**11 308**	**13 246**	**12 270**	**12 270**	**13 282**	**14 079**	**14 924**
% increase	4			**8.0%**	**17.1%**	**(7.4%)**		**8.3%**	**6.0%**	**6.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 108	5 232	4 502	6 116	5 651	5 651	5 828	6 178	6 548
Pension and UIF Contributions		745	756	604	626	655	655	716	759	804
Medical Aid Contributions					169	155	155	70	75	79
Overtime										
Performance Bonus		53		741	721	635	635	654	693	735
Motor Vehicle Allowance		972	756	805	1 035	1 009	1 009	996	1 056	1 119
Cellphone Allowance					90	90	90	90	95	101
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**6 877**	**6 743**	**6 653**	**8 756**	**8 195**	**8 195**	**8 354**	**8 856**	**9 387**
% increase	4		**(1.9%)**	**(1.3%)**	**31.6%**	**(6.4%)**		**1.9%**	**6.0%**	**6.0%**
Other Municipal Staff										
Basic Salaries and Wages		50 834	55 404	57 475	77 631	77 995	77 995	83 237	88 231	93 525
Pension and UIF Contributions		10 109	11 125	12 609	17 073	17 945	17 945	18 831	19 961	21 159
Medical Aid Contributions		2 814	3 526	4 267	5 274	6 252	6 252	5 587	5 923	6 278
Overtime		922	1 353		1 462	1 208	1 208	1 118	1 185	1 256
Performance Bonus										
Motor Vehicle Allowance		7 620	8 195	9 397	10 389	13 159	13 159	11 759	12 465	13 213
Cellphone Allowance						1 202	1 202	1 079	1 144	1 212
Housing Allowances		318	477	598	754	1 085	1 085	972	1 031	1 093
Other benefits and allowances		255	374	1 687	250					
Payments in lieu of leave		3 686	7 989	7 429	7 403	7 612	7 612	8 049	8 532	9 044
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**76 558**	**88 443**	**93 462**	**120 237**	**126 459**	**126 459**	**130 633**	**138 471**	**146 780**
% increase	4		**15.5%**	**5.7%**	**28.6%**	**5.2%**		**3.3%**	**6.0%**	**6.0%**
Total Parent Municipality		**83 435**	**105 655**	**111 423**	**142 239**	**146 923**	**146 923**	**152 270**	**161 406**	**171 091**
% increase	4		**26.6%**	**5.5%**	**27.7%**	**3.3%**		**3.6%**	**6.0%**	**6.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**83 435**	**105 655**	**111 423**	**142 239**	**146 923**	**146 923**	**152 270**	**161 406**	**171 091**
% increase	4		**26.6%**	**5.5%**	**27.7%**	**3.3%**		**3.6%**	**6.0%**	**6.0%**
TOTAL MANAGERS AND STAFF	5	**83 435**	**95 186**	**100 115**	**128 993**	**134 654**	**134 654**	**138 988**	**147 327**	**156 166**

Mpumalanga: Victor Khanye(MP311) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Mpumalanga: Emalahleni (Mp)(MP312) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 868	12 554	12 369	16 017	16 017	16 017	18 555	19 650	20 790
Pension and UIF Contributions		1 487	1 573	1 549	2 392	2 392	2 392	2 452	2 597	2 747
Medical Aid Contributions		210	222	219	711	711	711	378	400	424
Motor Vehicle Allowance		4 223	4 467	4 402	6 293	6 293	6 293	6 606	6 996	7 402
Cellphone Allowance		1 105	1 169	1 152	1 496	1 496	1 496	1 544	1 635	1 730
Housing Allowances		96	101	100	120	120	120	140	148	157
Other benefits and allowances										
Sub Total - Councillors		**18 988**	**20 086**	**19 790**	**27 030**	**27 030**	**27 030**	**29 675**	**31 426**	**33 249**
% increase	4		**5.8%**	**(1.5%)**	**36.6%**			**9.8%**	**5.9%**	**5.8%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 419	3 845	4 484	6 100	7 305	7 305	6 256	6 625	7 009
Pension and UIF Contributions		560	630	734	1 133	1 254	1 254	1 128	1 195	1 264
Medical Aid Contributions		151	169	197	170	243	243	249	264	280
Overtime										
Performance Bonus						543	543	90	95	101
Motor Vehicle Allowance		2 132	2 398	2 796	1 081	4 561	4 561	4 709	4 987	5 276
Cellphone Allowance		91	103	120		157	157	252	267	282
Housing Allowances					12	34	34	30	32	34
Other benefits and allowances		14	16	18	175	27	27			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**6 367**	**7 161**	**8 350**	**8 670**	**14 124**	**14 124**	**12 715**	**13 465**	**14 246**
% increase	4		**12.5%**	**16.6%**	**3.8%**	**62.9%**		**(10.0%)**	**5.9%**	**5.8%**
Other Municipal Staff										
Basic Salaries and Wages		258 963	283 186	339 855	362 449	362 449	362 449	426 513	451 678	477 875
Pension and UIF Contributions		48 561	54 563	78 008	81 533	81 533	81 533	93 929	99 471	105 240
Medical Aid Contributions		33 813	38 438	47 086	43 317	43 317	43 317	53 904	57 084	60 395
Overtime		45 945	37 125	48 959	47 924	47 924	47 924	61 195	64 806	68 564
Performance Bonus				31 676				35 047	37 114	39 267
Motor Vehicle Allowance		23	73	35 491	35 285	35 285	35 285	42 750	45 272	47 898
Cellphone Allowance				2 113	1 964	1 964	1 964	2 615	2 769	2 930
Housing Allowances		2 869	2 922	3 487	3 430	3 430	3 430	4 144	4 389	4 643
Other benefits and allowances		44 788	72 903	37 583	60 533	60 533	60 533	16 341	17 305	18 309
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**434 962**	**489 210**	**624 257**	**636 434**	**636 434**	**636 434**	**736 438**	**779 888**	**825 121**
% increase	4		**12.5%**	**27.6%**	**2.0%**			**15.7%**	**5.9%**	**5.8%**
Total Parent Municipality		**460 317**	**516 457**	**652 397**	**672 134**	**677 588**	**677 588**	**778 828**	**824 779**	**872 616**
% increase	4		**12.2%**	**26.3%**	**3.0%**	**0.8%**		**14.9%**	**5.9%**	**5.8%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**460 317**	**516 457**	**652 397**	**672 134**	**677 588**	**677 588**	**778 828**	**824 779**	**872 616**
% increase	4		**12.2%**	**26.3%**	**3.0%**	**0.8%**		**14.9%**	**5.9%**	**5.8%**
TOTAL MANAGERS AND STAFF	5	**441 329**	**496 371**	**632 607**	**645 104**	**650 558**	**650 558**	**749 153**	**793 353**	**839 367**

Mpumalanga: Steve Tshwete(MP313) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions								1 269	1 347	1 429
Medical Aid Contributions								386	411	437
Motor Vehicle Allowance										
Cellphone Allowance								1 580	1 674	1 775
Housing Allowances										
Other benefits and allowances								18 057	19 138	20 283
Sub Total - Councillors								**21 292**	**22 569**	**23 924**
% increase	4								**6.0%**	**6.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								6 977	7 435	7 925
Pension and UIF Contributions								203	217	233
Medical Aid Contributions								93	100	108
Overtime										
Performance Bonus								1 226	1 313	1 406
Motor Vehicle Allowance								740	792	848
Cellphone Allowance								185	197	210
Housing Allowances										
Other benefits and allowances								29	31	33
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**9 453**	**10 086**	**10 763**
% increase	4								**6.7%**	**6.7%**
Other Municipal Staff										
Basic Salaries and Wages								298 966	318 692	339 340
Pension and UIF Contributions								55 824	59 899	64 287
Medical Aid Contributions								24 962	26 611	28 375
Overtime								68 180	73 010	77 973
Performance Bonus								1 192	1 280	1 376
Motor Vehicle Allowance								13 929	14 722	15 560
Cellphone Allowance								628	654	683
Housing Allowances								4 892	5 215	5 605
Other benefits and allowances								1 511	1 572	1 635
Payments in lieu of leave								1 980	2 079	2 183
Long service awards								1 000	1 000	1 000
Post-retirement benefit obligations								3 524	3 665	3 849
Sub Total - Other Municipal Staff								**476 590**	**508 399**	**541 864**
% increase	4								**6.7%**	**6.6%**
Total Parent Municipality								**507 335**	**541 054**	**576 550**
% increase	4								**6.6%**	**6.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**507 335**	**541 054**	**576 550**
% increase	4								**6.6%**	**6.6%**
TOTAL MANAGERS AND STAFF	5							**486 043**	**518 485**	**552 627**

Mpumalanga: Emakhazeni(MP314) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 915			3 502	3 502	3 502	3 577	3 816	4 061
Pension and UIF Contributions		670			525	525	525	536	572	609
Medical Aid Contributions					308	308	308	56	60	64
Motor Vehicle Allowance		902			954	954	954	1 402	1 496	1 592
Cellphone Allowance		261			389	389	389	420	448	477
Housing Allowances		64			39	39	39	38	40	43
Other benefits and allowances					25	25	25	37	39	42
Sub Total - Councillors		**4 812**			**5 743**	**5 743**	**5 743**	**6 066**	**6 473**	**6 887**
% increase	4		**(100.0%)**					**5.6%**	**6.7%**	**6.4%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 829			2 885	2 885	2 885	3 161	3 373	3 589
Pension and UIF Contributions		436			736	736	736	823	878	934
Medical Aid Contributions					184	184	184	188	201	214
Overtime										
Performance Bonus					631	631	631	565	603	641
Motor Vehicle Allowance		450			811	811	811	751	801	853
Cellphone Allowance		17			76	76	76	70	74	79
Housing Allowances					9	9	9	10	10	11
Other benefits and allowances					1	1	1			
Payments in lieu of leave		207								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**2 939**			**5 332**	**5 332**	**5 332**	**5 567**	**5 940**	**6 320**
% increase	4		**(100.0%)**					**4.4%**	**6.7%**	**6.4%**
Other Municipal Staff										
Basic Salaries and Wages		35 403	64 555	68 686	46 242	47 525	47 525	53 296	56 867	60 506
Pension and UIF Contributions		7 164			9 705	9 705	9 705	10 779	12 018	12 787
Medical Aid Contributions		2 452			3 125	3 125	3 125	3 626	3 869	4 117
Overtime		2 526			3 629	3 629	3 629	4 561	4 866	5 178
Performance Bonus		2 651			3 646	3 646	3 646	6 941	5 080	5 405
Motor Vehicle Allowance		4 210			4 577	4 667	4 667	4 630	6 416	6 827
Cellphone Allowance		186			326	326	326	400	451	480
Housing Allowances		49			692	692	692	693	844	898
Other benefits and allowances		477			4 674	4 575	4 575	3 258	803	855
Payments in lieu of leave										
Long service awards		576			717	717	717	769	821	873
Post-retirement benefit obligations		1 865			2 517	2 517	2 517	5 640	8 895	9 465
Sub Total - Other Municipal Staff		**57 560**	**64 555**	**68 686**	**79 850**	**81 124**	**81 124**	**94 593**	**100 931**	**107 391**
% increase	4		**12.2%**	**6.4%**	**16.3%**	**1.6%**		**16.6%**	**6.7%**	**6.4%**
Total Parent Municipality		**65 311**	**64 555**	**68 686**	**90 925**	**92 199**	**92 199**	**106 227**	**113 344**	**120 598**
% increase	4		**(1.2%)**	**6.4%**	**32.4%**	**1.4%**		**15.2%**	**6.7%**	**6.4%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**65 311**	**64 555**	**68 686**	**90 925**	**92 199**	**92 199**	**106 227**	**113 344**	**120 598**
% increase	4		**(1.2%)**	**6.4%**	**32.4%**	**1.4%**		**15.2%**	**6.7%**	**6.4%**
TOTAL MANAGERS AND STAFF	5	**60 499**	**64 555**	**68 686**	**85 182**	**86 456**	**86 456**	**100 161**	**106 871**	**113 711**

Mpumalanga: Thembisile Hani(MP315) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								4 575	4 836	5 106
Pension and UIF Contributions								2 654	2 806	2 963
Medical Aid Contributions								407	430	454
Motor Vehicle Allowance								5 334	5 638	5 954
Cellphone Allowance								1 500	1 586	1 674
Housing Allowances										
Other benefits and allowances								9 786	10 344	10 923
Sub Total - Councillors								**24 256**	**25 639**	**27 075**
% increase	4								**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								4 189	4 428	4 676
Pension and UIF Contributions								210	222	235
Medical Aid Contributions								129	136	144
Overtime										
Performance Bonus										
Motor Vehicle Allowance								648	685	723
Cellphone Allowance								87	92	97
Housing Allowances										
Other benefits and allowances								164	173	183
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**5 427**	**5 736**	**6 057**
% increase	4								**5.7%**	**5.6%**
Other Municipal Staff										
Basic Salaries and Wages								81 939	86 609	91 459
Pension and UIF Contributions								16 186	17 109	18 067
Medical Aid Contributions								6 454	6 822	7 204
Overtime								331	350	370
Performance Bonus										
Motor Vehicle Allowance								2 387	2 523	2 664
Cellphone Allowance								478	505	533
Housing Allowances								101	107	113
Other benefits and allowances								9 114	9 633	10 173
Payments in lieu of leave								720	761	804
Long service awards								1 405	1 486	1 569
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**119 115**	**125 904**	**132 955**
% increase	4								**5.7%**	**5.6%**
Total Parent Municipality								**148 797**	**157 279**	**166 086**
% increase	4								**5.7%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**148 797**	**157 279**	**166 086**
% increase	4								**5.7%**	**5.6%**
TOTAL MANAGERS AND STAFF	5							**124 541**	**131 640**	**139 012**

Mpumalanga: Dr J.S. Moroka(MP316) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 248	14 991	10 869	13 179	13 179	13 179	12 805	13 445	14 117
Pension and UIF Contributions		1 415	1 495	1 578	1 882	1 882	1 882	1 798	2 114	2 241
Medical Aid Contributions		390	468	686	821	821	821	764	944	1 001
Motor Vehicle Allowance		3 904	4 129	4 377	5 293	5 293	5 293	4 634	4 697	5 068
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				3 346						
Sub Total - Councillors		**18 957**	**21 082**	**20 856**	**21 176**	**21 176**	**21 176**	**20 000**	**21 200**	**22 427**
% increase	4		**11.2%**	**(1.1%)**	**1.5%**			**(5.6%)**	**6.0%**	**5.8%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 849	3 679	4 067	3 101	3 101	3 101	3 977	1 712	1 814
Pension and UIF Contributions		488	704	833	422	422	422	516	335	355
Medical Aid Contributions					136	136	136	268	284	301
Overtime					30	30	30	80		
Performance Bonus		26	77	36	360	360	360	316	123	131
Motor Vehicle Allowance					167	167	167	174	185	196
Cellphone Allowance					20	20	20	89	31	33
Housing Allowances								9	1	1
Other benefits and allowances		655	552	258	1	1	1	13	1	1
Payments in lieu of leave				215						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**4 017**	**5 010**	**5 409**	**4 237**	**4 237**	**4 237**	**5 442**	**2 671**	**2 831**
% increase	4		**24.7%**	**8.0%**	**(21.7%)**			**28.4%**	**(50.9%)**	**6.0%**
Other Municipal Staff										
Basic Salaries and Wages		75 914	88 338	107 190	129 937	129 937	129 937	119 579	110 546	121 783
Pension and UIF Contributions		16 918	16 967	20 708	24 319	24 319	24 319	25 692	25 592	27 128
Medical Aid Contributions		5 302	6 679	7 790	9 131	9 131	9 131	10 142	10 751	11 396
Overtime		6 926	6 866	7 309	8 727	8 727	8 727	1 997		
Performance Bonus		6 591	7 981	8 718	9 625	9 625	9 625	10 496	9 617	10 194
Motor Vehicle Allowance		2 027	2 039	3 145	3 184	3 184	3 184	4 530	8 491	4 442
Cellphone Allowance		106	338	816	934	934	934	779	698	740
Housing Allowances		1 259	1 517	1 556	1 433	1 433	1 433	1 296	1 184	1 256
Other benefits and allowances		3 725	965	4 412	523	523	523	45	45	48
Payments in lieu of leave		2 337	2 231							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**121 105**	**133 920**	**161 645**	**187 813**	**187 813**	**187 813**	**174 555**	**166 925**	**176 986**
% increase	4		**10.6%**	**20.7%**	**16.2%**			**(7.1%)**	**(4.4%)**	**6.0%**
Total Parent Municipality		**144 079**	**160 013**	**187 910**	**213 226**	**213 226**	**213 226**	**199 997**	**190 797**	**202 244**
% increase	4		**11.1%**	**17.4%**	**13.5%**			**(6.2%)**	**(4.6%)**	**6.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**144 079**	**160 013**	**187 910**	**213 226**	**213 226**	**213 226**	**199 997**	**190 797**	**202 244**
% increase	4		**11.1%**	**17.4%**	**13.5%**			**(6.2%)**	**(4.6%)**	**6.0%**
TOTAL MANAGERS AND STAFF	5	**125 123**	**138 931**	**167 054**	**192 050**	**192 050**	**192 050**	**179 997**	**169 596**	**179 817**

Mpumalanga: Nkangala(DC31) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								7 961	8 398	8 860
Pension and UIF Contributions								1 022	1 078	1 137
Medical Aid Contributions								543	573	604
Motor Vehicle Allowance								2 756	2 907	3 067
Cellphone Allowance								514	542	572
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								**12 795**	**13 498**	**14 241**
% increase	4								**5.5%**	**5.5%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								6 027	6 359	6 709
Pension and UIF Contributions								523	552	582
Medical Aid Contributions								125	131	139
Overtime										
Performance Bonus								573	605	638
Motor Vehicle Allowance								576	607	641
Cellphone Allowance								150	158	167
Housing Allowances										
Other benefits and allowances								23	25	26
Payments in lieu of leave								274	289	305
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**8 271**	**8 726**	**9 206**
% increase	4								**5.5%**	**5.5%**
Other Municipal Staff										
Basic Salaries and Wages								75 353	79 497	83 870
Pension and UIF Contributions								13 482	14 224	15 006
Medical Aid Contributions								10 613	11 197	11 813
Overtime								5 251	5 540	5 845
Performance Bonus								6 272	6 617	6 980
Motor Vehicle Allowance								9 653	10 184	10 745
Cellphone Allowance								1 266	1 336	1 409
Housing Allowances								445	470	496
Other benefits and allowances								2 162	2 281	2 406
Payments in lieu of leave								4 116	4 343	4 581
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**128 614**	**135 687**	**143 150**
% increase	4								**5.5%**	**5.5%**
Total Parent Municipality								**149 679**	**157 912**	**166 597**
% increase	4								**5.5%**	**5.5%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**149 679**	**157 912**	**166 597**
% increase	4								**5.5%**	**5.5%**
TOTAL MANAGERS AND STAFF	5							**136 885**	**144 414**	**152 356**

Mpumalanga: Thaba Chweu(MP321) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								2 662	2 814	2 972
Pension and UIF Contributions								356	377	398
Medical Aid Contributions								4 917	5 197	5 488
Motor Vehicle Allowance								1 308	1 382	1 460
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								555	563	571
Sub Total - Councillors								**9 798**	**10 333**	**10 888**
% increase	4								**5.5%**	**5.4%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								5 211	5 525	5 852
Pension and UIF Contributions								728	769	812
Medical Aid Contributions								207	212	231
Overtime								9	9	10
Performance Bonus								145	153	162
Motor Vehicle Allowance								880	931	983
Cellphone Allowance								147	155	166
Housing Allowances								8	8	9
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**7 334**	**7 763**	**8 224**
% increase	4								**5.8%**	**5.9%**
Other Municipal Staff										
Basic Salaries and Wages								99 385	105 074	111 020
Pension and UIF Contributions								19 677	20 850	22 067
Medical Aid Contributions								7 564	8 027	8 503
Overtime								5 586	6 235	6 234
Performance Bonus								8 233	9 203	9 194
Motor Vehicle Allowance								12 813	14 366	14 314
Cellphone Allowance								3 023	3 386	3 375
Housing Allowances								1 149	1 285	1 284
Other benefits and allowances								4 485	4 936	4 990
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**161 915**	**173 362**	**180 981**
% increase	4								**7.1%**	**4.4%**
Total Parent Municipality								**179 047**	**191 458**	**200 094**
% increase	4								**6.9%**	**4.5%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**179 047**	**191 458**	**200 094**
% increase	4								**6.9%**	**4.5%**
TOTAL MANAGERS AND STAFF	5							**169 249**	**181 125**	**189 206**

Mpumalanga: Nkomazi(MP324) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 091	11 995	12 530	14 267	14 267	14 267	13 142	13 891	14 669
Pension and UIF Contributions		1 664	1 720	1 880	2 136	2 136	2 136	1 971	2 084	2 200
Medical Aid Contributions		454	517	521	627	632	632	326	345	364
Motor Vehicle Allowance		4 567	4 705	5 045	5 741	5 741	5 741	5 147	5 440	5 745
Cellphone Allowance		1 357	1 353	1 354	1 529	1 529	1 529	1 590	1 680	1 774
Housing Allowances										
Other benefits and allowances		4								
Sub Total - Councillors		**19 137**	**20 289**	**21 329**	**24 299**	**24 304**	**24 304**	**22 176**	**23 440**	**24 753**
% increase	4		**6.0%**	**5.1%**	**13.9%**			**(8.8%)**	**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 762	4 378	3 386	5 530	5 530	5 530	4 794	5 068	5 351
Pension and UIF Contributions		978	956	662	1 134	1 134	1 134	974	1 029	1 087
Medical Aid Contributions		88	110	122	141	141	141	116	123	130
Overtime										
Performance Bonus				278	461	461	461	400	422	446
Motor Vehicle Allowance		695	673	452	815	815	815	1 040	1 099	1 160
Cellphone Allowance					51	51	51			
Housing Allowances										
Other benefits and allowances		52	49	27	1	1	1	1	1	1
Payments in lieu of leave			193							
Long service awards								42	44	47
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**6 574**	**6 359**	**4 926**	**8 133**	**8 133**	**8 133**	**7 366**	**7 786**	**8 222**
% increase	4		**(3.3%)**	**(22.5%)**	**65.1%**			**(9.4%)**	**5.7%**	**5.6%**
Other Municipal Staff										
Basic Salaries and Wages		139 592	152 347	167 183	175 912	175 918	175 918	192 448	203 417	214 808
Pension and UIF Contributions		29 966	30 903	33 590	37 559	37 559	37 559	42 001	44 395	46 881
Medical Aid Contributions		7 579	13 676	13 159	12 092	12 092	12 092	24 537	25 936	27 388
Overtime		20 306	28 305	35 273	16 489	22 589	22 589	11 614	12 276	12 963
Performance Bonus		10 495	11 519	13 212	14 229	14 156	14 156	16 037	16 951	17 901
Motor Vehicle Allowance		8 872	9 624	11 139	12 801	13 235	13 235	14 832	15 677	16 555
Cellphone Allowance		1 242	1 560	1 764	1 962	2 015	2 015	2 199	2 324	2 454
Housing Allowances		1 107	1 146	2 628	1 244	1 300	1 300	1 142	1 207	1 274
Other benefits and allowances		7 147	2 084	2 433	2 741	2 768	2 768	62	65	69
Payments in lieu of leave		9 831	2 167	4 113	1 692	1 819	1 819	1 840	1 945	2 054
Long service awards			3 430	2 413	2 451	2 674	2 674	3 370	3 562	3 761
Post-retirement benefit obligations		219	241	153	150	150	150	92	97	103
Sub Total - Other Municipal Staff		**236 355**	**257 002**	**287 060**	**279 322**	**286 276**	**286 276**	**310 172**	**327 852**	**346 212**
% increase	4		**8.7%**	**11.7%**	**(2.7%)**	**2.5%**		**8.3%**	**5.7%**	**5.6%**
Total Parent Municipality		**262 066**	**283 650**	**313 315**	**311 754**	**318 713**	**318 713**	**339 714**	**359 078**	**379 186**
% increase	4		**8.2%**	**10.5%**	**(0.5%)**	**2.2%**		**6.6%**	**5.7%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**262 066**	**283 650**	**313 315**	**311 754**	**318 713**	**318 713**	**339 714**	**359 078**	**379 186**
% increase	4		**8.2%**	**10.5%**	**(0.5%)**	**2.2%**		**6.6%**	**5.7%**	**5.6%**
TOTAL MANAGERS AND STAFF	5	**242 929**	**263 360**	**291 986**	**287 455**	**294 409**	**294 409**	**317 538**	**335 638**	**354 434**

Mpumalanga: Bushbuckridge(MP325) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		14 858	17 264	17 358	22 000	22 000	22 000	23 320	24 719	26 202
Pension and UIF Contributions		2 584	2 020	2 195	3 700	2 200	2 200	2 332	2 472	2 620
Medical Aid Contributions		576	400	(121)	394	344	344	365	386	410
Motor Vehicle Allowance		4 279	4 387	5 823	5 500	6 000	6 000	6 360	6 742	7 146
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		**22 297**	**24 072**	**25 256**	**31 594**	**30 544**	**30 544**	**32 377**	**34 319**	**36 378**
% increase	4		**8.0%**	**4.9%**	**25.1%**	**(3.3%)**		**6.0%**	**6.0%**	**6.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		160 367	198 858	216 381	225 000	240 000	240 000	253 950	271 674	290 610
Pension and UIF Contributions		28 398	35 697	42 733	42 886	47 086	47 086	54 410	58 197	62 240
Medical Aid Contributions		8 571	10 039	11 637	11 700	13 200	13 200	14 049	15 027	16 072
Overtime		3 262	2 604	3 269	2 300	2 300	2 300	2 157	2 307	2 468
Performance Bonus					3 000	3 000	3 000	3 476	3 718	3 976
Motor Vehicle Allowance		5 777	6 189	9 530	13 000	15 500	15 500	16 742	17 903	19 137
Cellphone Allowance										
Housing Allowances		2 367	2 269	2 158	2 950	750	750	811	867	927
Other benefits and allowances		16 028	23 522	33 560	28 494	31 414	31 414	32 783	35 073	37 519
Payments in lieu of leave				(268)	820	820	820	962	1 028	1 098
Long service awards		342	1 972	7 979	8 000	1 500	1 500	2 188	2 340	2 503
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**225 112**	**281 150**	**326 980**	**338 150**	**355 570**	**355 570**	**381 527**	**408 133**	**436 550**
% increase	4		**24.9%**	**16.3%**	**3.4%**	**5.2%**		**7.3%**	**7.0%**	**7.0%**
Total Parent Municipality		**247 408**	**305 222**	**352 236**	**369 744**	**386 114**	**386 114**	**413 904**	**442 452**	**472 928**
% increase	4		**23.4%**	**15.4%**	**5.0%**	**4.4%**		**7.2%**	**6.9%**	**6.9%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**247 408**	**305 222**	**352 236**	**369 744**	**386 114**	**386 114**	**413 904**	**442 452**	**472 928**
% increase	4		**23.4%**	**15.4%**	**5.0%**	**4.4%**		**7.2%**	**6.9%**	**6.9%**
TOTAL MANAGERS AND STAFF	5	**225 112**	**281 150**	**326 980**	**338 150**	**355 570**	**355 570**	**381 527**	**408 133**	**436 550**

Mpumalanga: City of Mbombela(MP326) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					19 098	20 489	20 489	24 830	26 245	27 715
Pension and UIF Contributions					2 866	3 010	3 010	3 838	4 057	4 284
Medical Aid Contributions					564	593	593	413	437	461
Motor Vehicle Allowance					7 095	7 450	7 450	8 369	8 846	9 342
Cellphone Allowance					1 742	1 829	1 829	2 045	2 162	2 283
Housing Allowances										
Other benefits and allowances					92	97	97	102	107	113
Sub Total - Councillors					**31 457**	**33 466**	**33 466**	**39 598**	**41 855**	**44 199**
% increase	4					**6.4%**		**18.3%**	**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages					5 452	5 779	5 779	5 810	6 199	6 608
Pension and UIF Contributions					1 046	1 108	1 108	829	957	1 020
Medical Aid Contributions					133	141	141	183	109	116
Overtime										
Performance Bonus										
Motor Vehicle Allowance					862	913	913	1 155	1 232	1 314
Cellphone Allowance					158	167	167	254	271	289
Housing Allowances										
Other benefits and allowances					30	32	32	0	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					**7 680**	**8 141**	**8 141**	**8 231**	**8 769**	**9 347**
% increase	4					**6.0%**		**1.1%**	**6.5%**	**6.6%**
Other Municipal Staff										
Basic Salaries and Wages					349 627	368 617	368 617	404 343	431 433	459 908
Pension and UIF Contributions					70 756	79 247	79 247	88 022	93 848	100 041
Medical Aid Contributions					28 405	31 814	31 814	35 572	38 042	40 553
Overtime					40 324	45 163	45 163	54 880	58 557	62 422
Performance Bonus										
Motor Vehicle Allowance					29 148	32 646	32 646	34 245	36 539	38 951
Cellphone Allowance					2 758	3 089	3 089	3 586	3 826	4 078
Housing Allowances					8 252	9 242	9 242	4 756	5 075	5 410
Other benefits and allowances					18 133	20 309	20 309	63 336	67 579	72 040
Payments in lieu of leave					1 663	1 863	1 863	3 596	3 837	4 090
Long service awards					4 775	5 348	5 348			
Post-retirement benefit obligations					9 629	10 785	10 785	30 594	32 643	34 798
Sub Total - Other Municipal Staff					**563 471**	**608 122**	**608 122**	**722 930**	**771 379**	**822 291**
% increase	4					**7.9%**		**18.9%**	**6.7%**	**6.6%**
Total Parent Municipality					**602 608**	**649 729**	**649 729**	**770 758**	**822 003**	**875 837**
% increase	4					**7.8%**		**18.6%**	**6.6%**	**6.5%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					**602 608**	**649 729**	**649 729**	**770 758**	**822 003**	**875 837**
% increase	4					**7.8%**		**18.6%**	**6.6%**	**6.5%**
TOTAL MANAGERS AND STAFF	5				**571 151**	**616 263**	**616 263**	**731 161**	**780 148**	**831 638**

Mpumalanga: Ehlanzeni(DC32) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 811	11 593	11 568	10 090	9 866	9 866	8 938	9 456	10 005
Pension and UIF Contributions		337	363	1 125	998	1 092	1 092	894	945	1 000
Medical Aid Contributions					168	578	578	1 243	1 315	1 391
Motor Vehicle Allowance		1 475	1 696	1 798	3 286	3 217	3 217	2 874	3 041	3 217
Cellphone Allowance					535	576	576	522	552	584
Housing Allowances		30			241	241	241	210	222	235
Other benefits and allowances					533	533	533	570	604	639
Sub Total - Councillors		**12 653**	**13 652**	**14 491**	**15 851**	**16 104**	**16 104**	**15 250**	**16 135**	**17 071**
% increase	4		**7.9%**	**6.1%**	**9.4%**	**1.6%**		**(5.3%)**	**5.8%**	**5.8%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 342	5 154	5 840	6 065	6 065	6 065	5 509	6 249	6 605
Pension and UIF Contributions		1 203	1 336	1 345	599	599	599	753	348	388
Medical Aid Contributions					279	279	279	348	348	348
Overtime										
Performance Bonus		565	713	694	785	785	785	707	801	847
Motor Vehicle Allowance		1 601	2 022	2 179	2 268	2 268	2 268	2 190	1 979	2 092
Cellphone Allowance										
Housing Allowances					78	78	78			
Other benefits and allowances		220	176	379	16	16	16			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**8 930**	**9 401**	**10 438**	**10 090**	**10 090**	**10 090**	**9 507**	**9 725**	**10 279**
% increase	4		**5.3%**	**11.0%**	**(3.3%)**			**(5.8%)**	**2.3%**	**5.7%**
Other Municipal Staff										
Basic Salaries and Wages		37 921	46 767	55 734	54 681	55 069	55 069	62 691	67 962	71 219
Pension and UIF Contributions		8 261	12 411	9 582	12 030	12 146	12 146	13 576	13 659	15 124
Medical Aid Contributions		3 416		4 461	6 545	3 638	3 638	7 953	8 013	8 498
Overtime		634	467	161	814	784	784	824	872	923
Performance Bonus		3 134	4 439	5 734	4 413	4 445	4 445	5 106	5 167	5 467
Motor Vehicle Allowance		9 470	11 926	10 701	11 930	12 023	12 023	12 737	13 622	14 414
Cellphone Allowance										
Housing Allowances		355	373	520	1 216	1 233	1 233	1 412	1 423	1 505
Other benefits and allowances		838	1 382	1 343	1 633	1 902	1 902	1 657	1 721	1 820
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**64 029**	**77 765**	**88 236**	**93 263**	**91 242**	**91 242**	**105 957**	**112 439**	**118 971**
% increase	4		**21.5%**	**13.5%**	**5.7%**	**(2.2%)**		**16.1%**	**6.1%**	**5.8%**
Total Parent Municipality		**85 611**	**100 818**	**113 164**	**119 205**	**117 436**	**117 436**	**130 713**	**138 299**	**146 320**
% increase	4		**17.8%**	**12.2%**	**5.3%**	**(1.5%)**		**11.3%**	**5.8%**	**5.8%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**85 611**	**100 818**	**113 164**	**119 205**	**117 436**	**117 436**	**130 713**	**138 299**	**146 320**
% increase	4		**17.8%**	**12.2%**	**5.3%**	**(1.5%)**		**11.3%**	**5.8%**	**5.8%**
TOTAL MANAGERS AND STAFF	5	**72 958**	**87 166**	**98 673**	**103 354**	**101 332**	**101 332**	**115 463**	**122 164**	**129 250**

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		84 990	91 308	91 597	127 697	128 112	128 112	187 383	197 762	209 369
Pension and UIF Contributions		10 943	9 904	11 585	18 542	17 162	17 162	26 531	28 174	29 851
Medical Aid Contributions		2 360	2 228	1 987	4 278	4 746	4 746	10 793	11 689	12 361
Motor Vehicle Allowance		24 520	25 179	31 139	45 365	45 989	45 989	56 857	60 351	63 934
Cellphone Allowance		5 017	4 691	5 096	8 567	8 676	8 676	14 204	14 994	15 864
Housing Allowances		656	567	625	960	960	960	629	669	711
Other benefits and allowances		3 177	2 726	3 385	866	870	870	45 322	47 960	50 727
Sub Total - Councillors		**131 663**	**136 602**	**145 414**	**206 275**	**206 516**	**206 516**	**341 719**	**361 599**	**382 818**
% increase	4		**3.8%**	**6.5%**	**41.9%**	**0.1%**		**65.5%**	**5.8%**	**5.9%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		39 877	44 590	47 820	57 727	61 666	61 666	101 408	105 798	111 958
Pension and UIF Contributions		7 834	7 004	6 826	9 185	9 853	9 853	12 419	12 614	13 424
Medical Aid Contributions		673	1 034	1 359	2 272	2 643	2 643	3 569	3 683	3 902
Overtime					30	30	30	89	9	10
Performance Bonus		643	790	2 086	3 923	3 414	3 414	4 676	4 809	5 106
Motor Vehicle Allowance		6 639	6 536	9 866	10 412	14 019	14 019	18 793	19 610	20 802
Cellphone Allowance		138	133	180	395	562	562	1 342	1 361	1 446
Housing Allowances		1 015	1 015	1 257	1 383	1 406	1 406	1 544	1 639	1 747
Other benefits and allowances		6 811	6 614	920	3 267	3 949	3 949	4 643	4 941	5 266
Payments in lieu of leave		720	706	671				274	289	305
Long service awards		90	90	52				42	44	47
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**64 443**	**68 511**	**71 036**	**88 593**	**97 542**	**97 542**	**148 798**	**154 797**	**164 013**
% increase	4		**6.3%**	**3.7%**	**24.7%**	**10.1%**		**52.5%**	**4.0%**	**6.0%**
Other Municipal Staff										
Basic Salaries and Wages		948 745	1 026 524	1 194 445	1 616 940	1 660 986	1 661 834	2 896 077	3 063 983	3 260 502
Pension and UIF Contributions		187 316	184 833	226 610	325 347	340 821	340 821	598 281	637 814	681 364
Medical Aid Contributions		78 603	79 884	97 407	129 545	133 607	133 607	266 864	283 377	301 116
Overtime		106 213	89 104	107 977	131 469	143 781	143 781	269 064	284 548	302 100
Performance Bonus		22 871	23 938	59 339	34 912	34 872	34 872	113 077	116 525	123 149
Motor Vehicle Allowance		46 273	44 481	90 136	129 664	139 571	139 571	283 314	307 733	322 036
Cellphone Allowance		1 534	1 897	4 729	7 981	9 567	9 567	20 955	22 352	23 536
Housing Allowances		9 045	9 501	13 898	22 816	22 041	22 041	30 654	32 534	34 581
Other benefits and allowances		82 100	107 230	105 591	135 025	142 594	142 594	178 409	189 043	202 575
Payments in lieu of leave		19 043	14 288	17 941	18 665	19 380	19 380	42 570	44 927	47 425
Long service awards		1 672	5 636	10 737	16 042	10 338	10 338	9 290	9 799	10 332
Post-retirement benefit obligations		4 737	557	2 598	12 296	13 451	13 451	48 344	54 406	57 972
Sub Total - Other Municipal Staff		**1 508 152**	**1 587 872**	**1 931 410**	**2 580 702**	**2 671 011**	**2 671 859**	**4 756 900**	**5 047 042**	**5 366 688**
% increase	4		**5.3%**	**21.6%**	**33.6%**	**3.5%**		**78.0%**	**6.1%**	**6.3%**
Total Parent Municipality		**1 704 258**	**1 792 985**	**2 147 860**	**2 875 569**	**2 975 069**	**2 975 917**	**5 247 416**	**5 563 437**	**5 913 519**
% increase	4		**5.2%**	**19.8%**	**33.9%**	**3.5%**		**76.3%**	**6.0%**	**6.3%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**1 704 258**	**1 792 985**	**2 147 860**	**2 875 569**	**2 975 069**	**2 975 917**	**4 750 140**	**5 029 394**	**5 339 990**
% increase	4		**5.2%**	**19.8%**	**33.9%**	**3.5%**		**59.6%**	**5.9%**	**6.2%**
TOTAL MANAGERS AND STAFF	5	**1 572 595**	**1 656 383**	**2 002 446**	**2 669 294**	**2 768 553**	**2 769 401**	**4 431 038**	**4 692 054**	**4 983 192**